**Employees & Sub-contractors**

1. Sub-contractors vs. employees intro
2. Consequences of misclassification
3. Employee or sub? – How to determine
   1. Behavioral
   2. Financial
   3. Type of Relationship
4. Sub-contractor check list
5. Employment Best Practices
   1. New hire paperwork
      1. W-4
      2. Form I-9
6. Employment Best Practices continued
   1. Written job descriptions & job offer
   2. Review write up forms and performance reviews
   3. Unemployment
   4. Wage claims
   5. Discrimination
   6. Safety manuals and handbooks
7. Employment Law
   1. Pay schedules
   2. Withholding from employee paychecks
   3. Final payment rules
8. Employment Law continued
   1. Overtime
   2. Timekeeping
   3. At-will employment
9. Piece Rate Pay
10. Unemployment- Summary
    1. Knowledge
    2. Culpability
    3. Control
11. Unemployment- Knowledge
12. Unemployment- Culpability
13. Unemployment- Control
14. Labor Shortage & employee retention
15. Hiring the Best Talent
16. Retaining Employees & Company Culture
17. Covid-19 Regulations
18. Contact Info